

**EIGHTH ARMY
RETENTION
OFFICE**



Special Points of Interest:

- MGIB Transferability—transfer up to 18-months of your MGIB to your spouse.
- FY07 ETS SRB—Have an ETS in FY07? You may qualify for an increased SRB.
- Reclassification—Are you in an overstrength MOS? Check out the latest In/Out Calls message.
- USAREC Referral Bonus—Refer someone to join the Army and you may qualify for \$2,000.

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Retention Newsletter



Volume I, Issue I

"a quarterly publication"

February 9, 2007

Eighth Army Retention Office Conducts Training

On 26 January 2007, the Eighth Army Retention Office conducted training for the Career Counselors stationed in Korea.

The focus of training was to teach each counselor down to the battalion level how to set up a retention database.

The database was developed at the Army Human Resource Command to help standardize the way Career Counselors throughout the Army establish eligible populations and track accomplishments.

Each Career Counselor started with a standard database and learned how to import data, trouble shoot, establish reports and perform routine maintenance.

Each counselor had to do some home work prior to training by downloading six files out of the RETAIN system.

Each Career Counselor brought a laptop computer and worked to set up a database that would be tailored to their unit. The 36 Career Counselors from across Korea worked for over two hours to get their database up and running.

The end goal of training was to provide each Career Counselor with a more efficient way of establishing their eligible populations and tracking accomplishments.

Everyone in attendance seemed to be glad they took the time to set up and understand a database that can

be used daily to save them time and increase accuracy.

This training will greatly prepare our Career Counselors for their current and future assignments, since the new database will eventually become a standard model to be used by all retention offices and Career Counselors are going to be expected to know how to operate the database at all echelons, battalion through HQDA.

Reenlistment Options

What options are available for me? This question is common among those of us considering Reenlistment. We are always looking for opportunities to get something we desire, whether it is for us or for our families. Many of these opportunities are available through Reenlistment Options.

When you are within 24 months of ETS you will have options made available to you. What specific options you are offered will depend on if you are on your first term of enlistment; or if you have reenlisted before (Mid-Career or Careerist). The options will be based on how long you have been in the service.

Make the right decision by utilizing reenlistment options to meet your career and personal goals. Contact your Career Counselor today to find out what is available to you.



Example retention publicity graphic courtesy of www.stayarmy.com.

“This success is a direct indicator of the quality of leadership exhibited by the unit’s Officers and Noncommissioned Officers.”



**MOS 51C—
Acquisition, Logistics & Technology Contracting NCO**

Publicize Your Retention Program

A well planned, fully coordinated advertising and publicity program is essential if we are to accomplish our retention mission.

Such a program enhances our image, stimulates the interest of qualified Soldiers in making the Army a career and provides support needed by the chain of command, NCO support channel and Career Counselors to supplement their personal contacts.

Specific objectives of the pro-

gram is to encourage the maximum number of qualified Soldiers to remain in the service.

There are several methods in which each command in Korea can publicize their retention program. Some examples include, AFN television, AFN radio, magazine and newspaper articles, Websites, posters, banners, pamphlets, newsletters and displays, both indoor and outdoor.

You may also consider some friendly competition. A few

years ago 18th MEDCOM had a contest, open to all members of the command, to design an 18th MEDCOM retention poster. The Commander selected the winning design from those submitted. They then had numerous copies printed and framed and distributed them throughout their units.

These are just a few examples. Use your imagination and be creative, but publicize the retention program.

Leadership and Retention

The success of the Army retention program depends on effective leadership, vigorous command involvement and aggressive retention programs at all organizational levels. This success is a direct indicator of the quality of leadership exhibited by the unit’s Officers and Noncommissioned Officers.

Do you agree with the above statement? Leaders have often said that if Soldier’s feel appre-

ciated and made to feel that what they do everyday is important; they are more apt to continue their Army career. This is important as the Soldier enters their reenlistment window.

When it is time for the Soldier to decide to reenlist or separate, they will ponder many things, such as their financial situation and family concerns, just to name a few. However,

they will also reflect on their current and past leaders and they will dwell on the tone of their current command climate. Leadership and command climate can make or break an Army career.

The Army Career Counseling System (see related story, page 3) is a tool leadership can use to properly counsel a Soldier and take that Soldier from an initial enlistment to retirement..

51C Transition Program

The United States Army Acquisition Support Center recently introduced the Army’s newest Military Occupational Specialty (MOS) into the Army’s inventory. MOS 51C—Acquisition, Logistics & Technology (AL&T) Contracting Noncommissioned Officer, will be available for qualified Soldiers via reclassification beginning 1 October 2007.

AL&T Contracting NCO’s will

have the opportunity to become warranted Contingency Contracting Officers.

Prerequisites for MOS 51C are:

- SSG-SFC with less than 10-years of active duty service
- Letter of recommendation from LTC commander or higher
- Previously served in successful leadership positions (NCOER)

- Verification of security clearance
- GT score of 110 or higher
- Be a U.S. citizen
- Physical profile rating of 222222
- Be qualified to reenlist

Interested Soldiers should contact their servicing Career Counselor for more information regarding this new MOS.

The Army Career Counseling System

Every Soldier serving in today's Army has a critical point in their career where they make life changing decisions about their future. Through the Army Career Counseling System every Soldier is provided assistance in making these crucial decisions from the time they join the Army and continues thought their time in service.

There are four stages (Integration, Professional Development, Sustainment and Career Development) in the

Career Counseling System that help guide a Soldier throughout their career and prepare them for the future after they complete their service. During the four stages there are up to 11 different types of interviews/counseling's the Soldier receives.

The counseling's start when the Soldier arrives in the unit and does not stop until the Soldier leaves the unit. During these sessions Soldier's receive vital information about civilian and military education, additional

training opportunities, special assignments, setting short and long term goals and a variety of information that helps them make decisions about their future.

Using the Army Career Counseling System is a key component to ensure every Soldier has the opportunity for a successful Army experience.



All Soldiers deserve face-to-face counseling

The Unit Reenlistment NCO

As most of us are aware, there are many additional duties assigned to us or our fellow Soldiers throughout our units. One of these additional duties is the Unit Reenlistment NCO. Whether you are looking at your reenlistment options or simply considering reclassification into another MOS, these NCO's can prove to be a valuable source as you plan your careers.

While almost every unit has a school-trained Career Counselor assigned at some level, there is not enough of these NCO's to provide direct support for every company. This is where your Unit Reenlistment NCO comes into the picture. Among the other duties of these NCOs as the Company Commanders representative for retention, they are also the liaison for your unit to your Career Counselor.

When properly utilized, the input from your Unit Reenlistment NCO can make your counseling sessions with your Career Counselor extremely productive. Good communication with your Unit Reenlistment NCO will not only help provide accurate information to your Career Counselors, but will also enable your command to assist in the process of helping you to achieve your goals as you further your career.

"...these NCO's can prove to be a valuable source as you plan your career."

Why Can't Everyone Receive a Reenlistment Bonus

Nothing makes a Soldier happier than learning they will receive a bonus when they reenlist. However, not all Soldiers receive a bonus when they reenlist. Some may ask, "Why cant every Soldier that reenlists receive a bonus?"

The Selective Reenlistment Bonus (SRB) Program is a retention incentive paid to soldiers in certain selected MOS's who reenlist for a minimum of three years. The objective of

the SRB program is to increase the number of reenlistments in critical MOS's that do not have adequate retention levels to man the career force.

There is currently three types of bonus programs available to qualified reenlisting Soldiers; SRB-Inventory, SRB-Location and SRB-Deployed. Each program has its own unique qualifications that must be met to be eligible for the bonus. As an added incentive, Soldiers with

an FY07 ETS date (on or before 30 Sep 07), can receive an increased bonus amount if they reenlist prior to 30 April 2007.

See your Career Counselor to find out if you qualify for a bonus.



Do you qualify for a bonus? Ask your Career Counselor.



EIGHTH ARMY RETENTION OFFICE

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**Eighth Army Retention
Website coming soon**

Next edition: April 2007

Stay Army Strong.

Eighth Army Retention Office:

Command Career Counselor—724-8472

Reserve Component Retention SGM—724-8491

Senior Operations NCO—724-8903

Operations NCO—724-3724

Reclassification Authority—724-8480

Special Operations Recruiting

The Special Operations Recruiting Battalion recruits Soldiers from within the US Army for service in Special Forces, Civil Affairs, Psychological Operations, Special Operations Aviation, Explosive Ordnance Disposal and Airborne Units.

These Soldiers are highly trained and in demand throughout the Army's full spectrum of operations. Many of the MOS' in the Special Operations community are listed on the selective reenlistment bonus message and MOS 37F (PSYOP SP) and CMF 18 (Special Forces) are currently listed in the BEAR Program.

Considering the special missions these units carry out, it should be understood that certain qualifications must be



meet to qualify for acceptance into training for these MOS' and ultimately assignment to a special operations unit.

The hard work that a Soldier must endure to be part of these units does not go unnoticed. The training received by these Soldiers makes them highly desired in the civilian workplace. These Soldiers possess excellent marketable job skills.

While on active duty these Soldiers may qualify for additional entitlements such as jump pay, language pay, hazardous duty pay, hostile fire pay, per diem, demolition pay, etc...

For more information on the special operations community visit, www.bragg.army.mil/sorb.